



State of the Sailor: Views Based on Personnel Surveys

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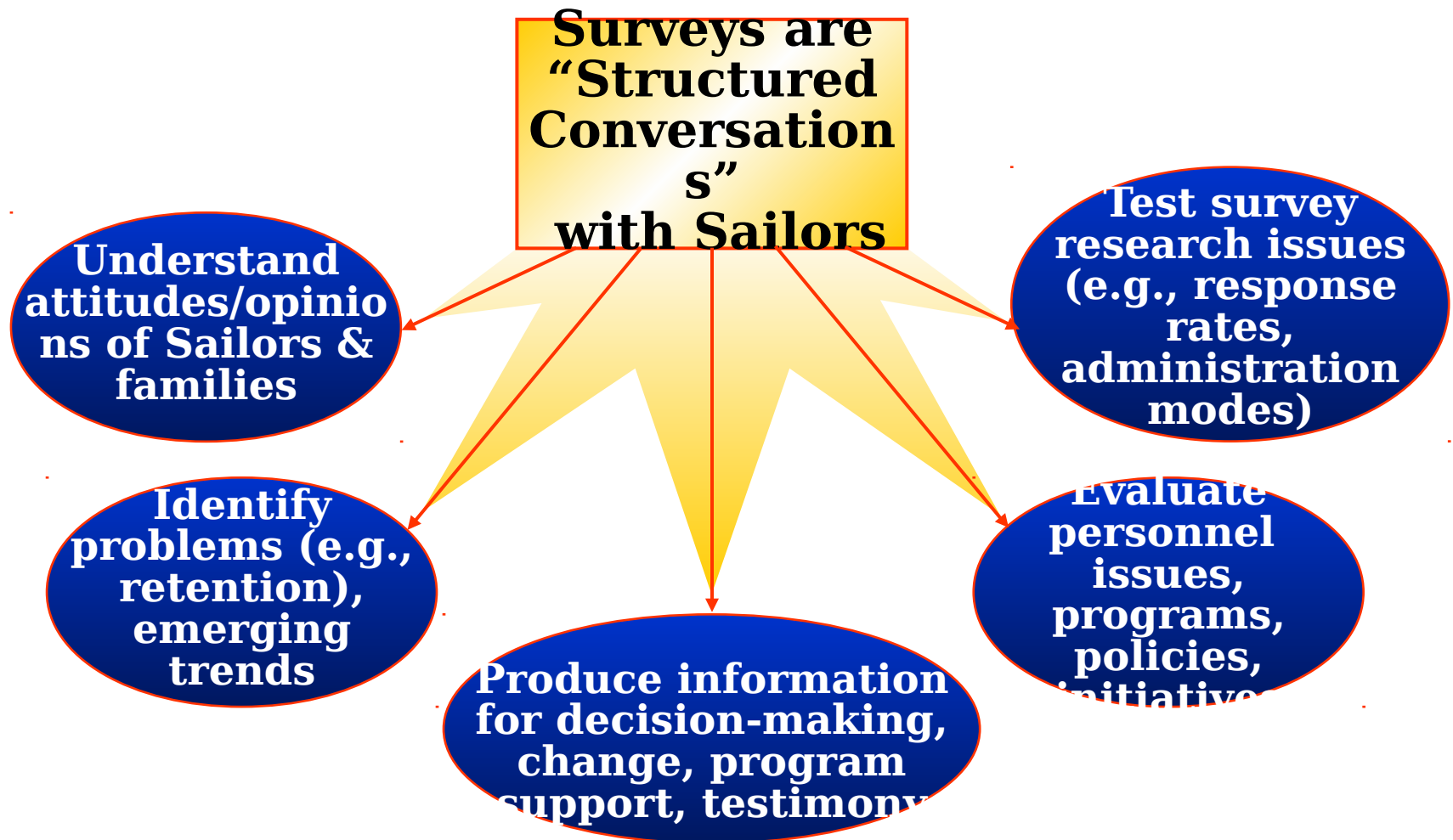
Why Conduct Personnel Surveys?

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- ★ **Impossible for leaders to talk personally with every Sailor**
- **Surveys are a structured, standardized “conversation”**
- **Efficient method of gathering data on Sailors’**
 - **Expectations**
 - **Needs and wants**
 - **Satisfaction**
 - **Intentions**
 - **Opinions about various aspects of Navy life**
- **Information from surveys complements corporate record data**

Navy Surveys: Applied Research

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Background on State of the Sailor

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★ **NPRST State of the Sailor working group**

□ **Objectives:**

- **Consolidate information across multiple surveys**
- **Identify consistent findings or themes that emerge**
- **Paint “big picture” of current status of Sailors**

□ **Examined results of surveys conducted 1999-2001**

Surveys Included

- ★ **Navy-wide Personnel Survey**
- **MWR Survey**
- **Navy Equal Opportunity and Sexual Harassment Survey**
- **Quality of Life Domain Survey**
- **Pregnancy and Parenthood Survey**
- **Surveys of QOL Program Users**
- **ARGUS**
- **DoD Active-duty Survey**

Common Characteristics of Surveys

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- ❑ **Wide range of topics**
- ❑ **Large samples**
- ❑ **Statistical samples**
- ❑ **Conducted prior to September 11, 2001**

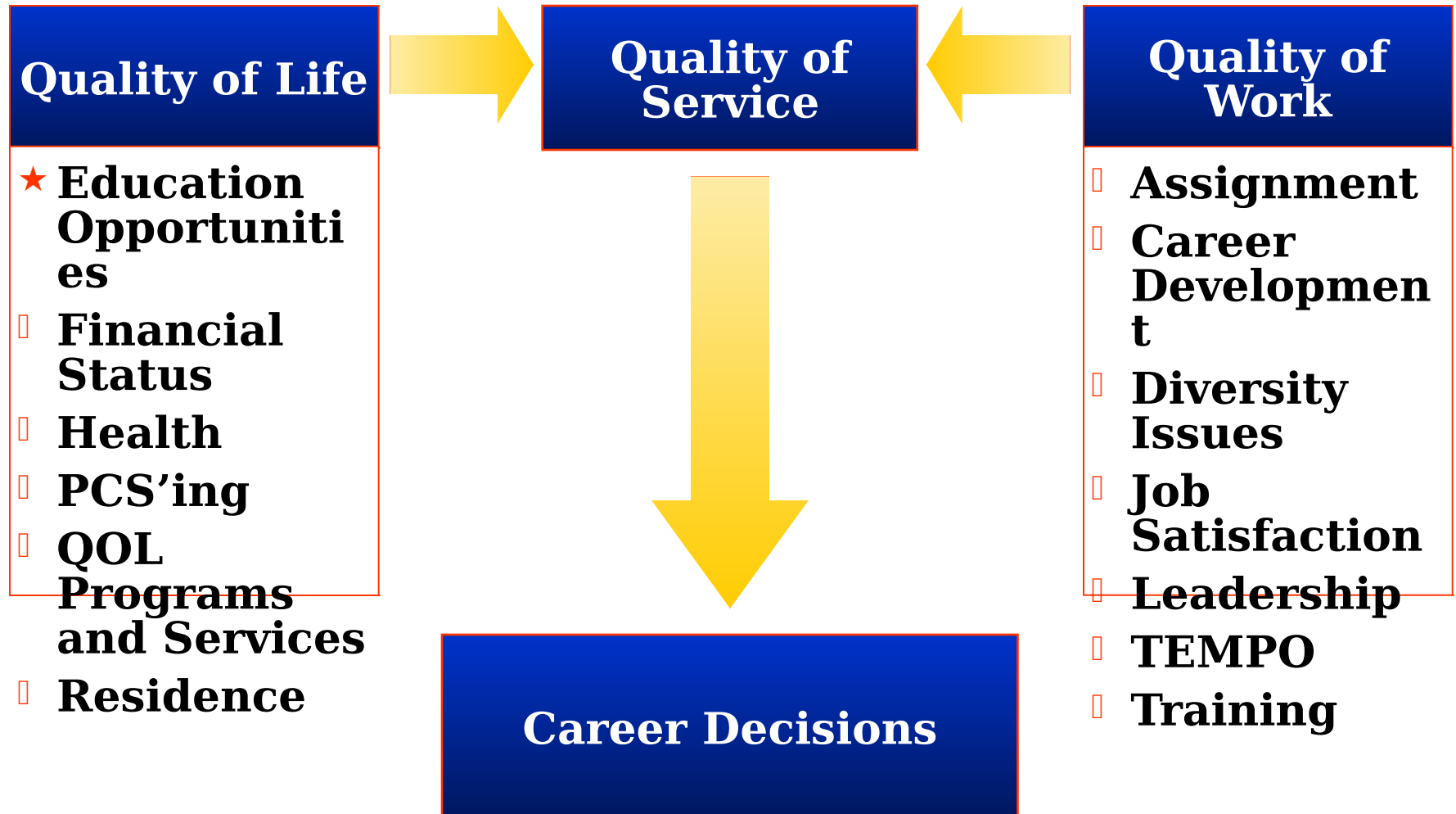
State of the Sailor Paradigm

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“I intend to lead a Navy that holds quality of service for Sailors, for their quality of life and their quality of work, as a top priority in mission and combat readiness.” (CNO, 2000)

Organizing Framework for Survey Data

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Session Outline

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★ Introduction

**Sue Hay and Paul
Rosenfeld**

▢ *Sailor Satisfaction with Work Life and Job Characteristics in the Navy*

Murrey Olmsted

▢ *Diversity Issues in the Navy*

Carol Newell

▢ *Evaluating Navy Quality of Life Programs: What is Our Customer Telling Us?*

Mike Schwerin

▢ *Sailors Career Decisions and Retention: Views from Surveys*

Murrey Olmsted

▢ Discussant

Paul Rosenfeld

▢ Q&A / Open Discussion